

WBAL-TV
Exhibit 11

B

FULL-TIME VACANCY EEO INFORMATION – Form BP-03

[Fill out for each full-time vacancy]

Job Title of Vacancy: News Producer

Recruitment Source That Referred the Hire: Internal Posting (35)

Date Vacancy Opened: 7/29/09

Total Number of Persons Interviewed for the Vacancy: 6

Date Vacancy Filled: 11/2/09

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees referred By the Source for the Vacancy	Did the Source request Notification?
Coppin State College	2500 W. North Ave. Baltimore, MD 21216	Seana Coulter	410-951-3000		
Baltimore Urban League	512 Orchard St. Baltimore, MD 21201 www.bul.org -- post on line	Career Center	410-823-8150		
Communities Organized to Improve Life	1200 W. Baltimore St. Baltimore, MD 21223	Stacey Smith	410-629-0506		
Jewish Vocational Services	1515 Reisterstown Rd. Baltimore, MD 21208	Tova Jaffee	410-653-5760		

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviews referred By the Source for the Vacancy	Did the Source request Notification?
NABJ (Nat'l Assoc Black Journalists)	8701 Adelphi Rd. Adelphi, MD 20783	Erin Joyner	301-445-7100		
Towson University	8000 York Rd. Towson, MD 21252 www.towson.edu/careercenter-post on line	Career Center	410-704-2000		
Morgan State University	C-224 Montebello 1700 E. Cold Spring Lane Baltimore, MD 21251 Carl Taylor Coordinator Academic & Career Advising Morgan State University Carl.taylor@morgan.edu	Center for Career Development	443-885-3110 443-885-3505		
NAACP	4805 Mt. Hope Drive Baltimore, MD 21215	Mr. Richard McIntire	410-580-5787		
MD Commission on Hispanic Affairs	301 W. Preston St., Ste 1502 Baltimore, MD 21201	Ms. Ruby Stemmle	410-767-7857		
Gov. Office of Minority Affairs	6 St. Paul St. Baltimore, MD 21202	Herbert Jordan	410-767-8232		
State of Maryland Dept of Labor, Licensing & Regulations	1100 N. Eutaw St. Baltimore, MD 21201 bhammons@dlr.state.md.us	Barry Hhammons	410-767-2158		
Community Assistance Network	7701 Dunmanway Dundalk, MD 21222	Hal Malone	410-286-4674		
Howard University School of Communications	525 Bryant St. NW Washington, DC 20059 cdudley@howard.edu	Carol Dudley	202-806-5806		
National Assoc. of Hispanic Journalists	1000 National Press Bldg Washington, DC 20045 Send postings via email jobbank@nahj.org	Michelle Vignoli	202-662-7145		
Internal Bulletin Board	3800 Hooper Avenue	Department Heads	410-467-3000		

	Posting	Baltimore, MD 21211			
	Station Website	www.thewbalchannel.com www.wbal.com www.98online	Chris Vaughn Chris Beauchamp Kerry Plackmeyer	410-338-6499 410-338-6637 410-338-6552	
	Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviews referred By the Source for the Vacancy
31	Hearst Argyle Careers	http://careers.hearstargyle.com	Robin Morrow		
31	AWRT	8405 Greensboro Dr. McLean, VA 22102 www.awrt.org	Amy Lotz	703-506-3290	
4	Afro American Newspapers	2519 N. Charles St. Baltimore, MD 21218	Marquis Goodwin	410-554-8200	
3	Loyola College	Career Development Center 4501 N. Charles St. Baltimore, MD 21210 Send postings via email thecareercenter@loyola.edu	Michelle Schuler	410-617-2000	
36	Honorable Elijah Cummings Office	1010 Park Ave, Ste. 105 Baltimore, MD 21201 Send postings via email Fran.allen@mail.house.gov Madhur.bansal@mail.house.gov	Fran Allen District Director	410-685-9199	
30	Mayor's Office of Employment Development	417 E. Fayette St., Suite 468 Baltimore, MD 21202 Send postings via email knichols@oedworks.com *rhoward@oedworks.com (*added 6/20/06)	Kahlila Nichols Workforce Operations Director	410-396-3009	
19	Balto City Community College	2901 Liberty Heights Ave. Baltimore, MD 21215 Send postings via email dhill@bccc.edu	Deidre Hill Job Recruitment	410-462-8013	
D	Broadcasting Institute of Maryland	7200 Harford Rd. Baltimore, MD 21234 nb@bim.org	Norm Brooks Placement Director	410-254-2770	
4					

Community College of Baltimore Co, Essex Campus	Job Placement Office 7201 Rossville Blvd. Building A, Ste 260 Baltimore, MD 21237	Continuing Education Dept	410-780-6653		
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Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviews referred By the Source for the Vacancy	Did the Source request Notification?
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The Emma L. Bowen Foundation for Minority Interest in Media	524 West 57 th St. New York, NY 10019	Sandra Rice	212-975-2545		
National Organization for Women Baltimore Chapter	PO Box 253 Timonium, MD 21094 Send via email to info@baltimorenow.org	Lori, Electronic Correspondent	410-668-4399		

University of Md Baltimore County Career Center	escjobs@umbc.edu (Univ of Md Balto Co)	Lauren Peters	410-455-2216		

Job Title of Vacancy:

[illegible]

 Use additional pages as needed. Do Not Put in Public File. *****

VACANCY NOTIFICATIONS – Form BP-05

Job Title of Vacancy: **News Producer**

Date Vacancy Opened: **7/27/09**

Date Vacancy Filled: _____

Notification of vacancy information for the above job title was given using the following advertisements, bulletins, letters, faxes, e-mails, or other communications. Dated copies of these notifications are attached to this form.

Type of Announcement	Date of Announcement	Type of Announcement	Date of Announcement
Letters	7/29/09		
Emails	7/29/09		
Internal Postings	7/29/09		
Websites	7/29/09		
Newspaper			

***** Remember to attach copies of the notifications. *Do Not Put in Public File.* *****



5am News Producer

Live, Local, Latebreaking. WBAL-TV, the Hearst owned NBC affiliate in Baltimore, is looking for a producer ready to take the reins of one of our top-rated AM newscast. We want someone who sees the opportunity of the AM news, not the hours! This is not a job for beginners. Prior producing experience is a must; experience in morning news producing and knowledge of ENPS preferred. If interested, please send a DVD of your work, resume and references to Tim Tunison, Assistant News Director, WBAL-TV 11 News, 3800 Hooper Avenue, Baltimore, Maryland 21211. WBAL-TV is an EEO employer.

McNicholas, Sharon E

From: McNicholas, Sharon E
Sent: Wednesday, July 29, 2009 2:27 PM
To: 'Marquise Goodwin'

Hi Marquise,

Can you publish this ad in the next edition of the paper?
Let me know costs. No logos are necessary. Thanks.

5am News Producer

Live, Local, Latebreaking. WBAL-TV, the Hearst owned NBC affiliate in Baltimore, is looking for a producer ready to take the reins of one of our top-rated AM newscast. We want someone who sees the opportunity of the AM news, not the hours! This is not a job for beginners. Prior producing experience is a must; experience in morning news producing and knowledge of ENPS preferred. If interested, please send a DVD of your work, resume and references to Tim Tunison, Assistant News Director, WBAL-TV 11 News, 3800 Hooper Avenue, Baltimore, Maryland 21211. WBAL-TV is an EEO employer.

McNicholas, Sharon E

From: McNicholas, Sharon E
Sent: Wednesday, July 29, 2009 2:30 PM
To: Anderson, Barbara F; Bamonti, Stephen L; Butt, Michelle B; Draper, Wanda Q; Halapin, Jeff; Nuñez, Sue M
Subject: Job Posting
Attachments: Producer Job Posting

Please post the attached. Thanks.

McNicholas, Sharon E

To: Vaughn, Christopher
Attachments: Producer Job Posting

Please post the attached on our website. Thanks.

McNicholas, Sharon E

From: McNicholas, Sharon E
Sent: Wednesday, July 29, 2009 2:34 PM
To: 'bhammons@dllr.state.md.us'; 'Carl Taylor'; 'cdudley@howard.edu'; 'cscjobs@umbc.edu'; 'dhill@bcc.edu'; 'fran.allen@mail.house.gov'; 'info@baltimorenw.org'; 'jobbank@nahj.org'; 'knichols@oedworks.com'; 'madhur.bansal@mail.house.gov'; 'nb@bim.org'; 'rhoward@oedworks.com'; 'thecareercenter@loyola.edu'
Attachments: Producer Job Posting

Hearst- Television, Inc., licensee of Station WBAL-TV, Baltimore, Maryland requests your assistant in identifying and locating individuals who may be interested in the following job position(s) now available with our Company:

5AM NEWS PRODUCER

WBAL-TV is an equal opportunity employer and does not discriminate in the hiring, training or promotion of employees by reason of race, color, religion, sex, or national origin. We are engaged in a continuing effort to seek out prospective applicants for employment with our company. We earnestly solicit your assistance in obtaining employees and request that you refer prospective applicants to:

WBAL-TV
3800 Hooper Avenue
Baltimore, MD 21211

Please refer all qualified applicants to us by **August 12, 2009**. At this time, we anticipate that a hiring decision will be made on or about **August 26, 2009**.
Please see attached.



July 29, 2009

Seana Coulter
Coppin State College
2500 W. North Avenue
Baltimore, MD 21216

Dear Sir or Madam:

Hearst-Argyle Television, Inc., licensee of Station WBAL-TV, Baltimore, Maryland requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our Company:

5AM NEWS PRODUCER

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Please refer all qualified applicants to us by 8/12/09. At this time, we anticipate that a hiring decision will be made on or about 8/26/09.

If you would like to receive these via e-mail, please send your e-mail address to smenicholas@hearst.com. Thanks.



July 29, 2009

Stacey Smith
Communities Organized to Improve Life
1200 W Baltimore St.
Baltimore, MD 21223

Dear Sir or Madam:

Hearst-Argyle Television, Inc., licensee of Station WBAL-TV, Baltimore, Maryland requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our Company:

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If you would like to receive these via e-mail, please send your e-mail address to smenicholas@hearst.com. Thanks.



July 29, 2009

Erin Joyner
NABJ
8701 A Adelphi Road
Adelphi, MD 20783-1716

Dear Sir or Madam:

Hearst-Argyle Television, Inc., licensee of Station WBAL-TV, Baltimore, Maryland requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our Company:

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July 29, 2009

Morgan State University
Center for Career Development
C-224 Montebello
1700 E. Cold Spring Lane
Baltimore, MD 21251

Dear Sir or Madam:

Hearst-Argyle Television, Inc., licensee of Station WBAL-TV, Baltimore, Maryland requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our Company:

5AM NEWS PRODUCER

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Please refer all qualified applicants to us by 8/12/09. At this time, we anticipate that a hiring decision will be made on or about 8/26/09.

If you would like to receive these via e-mail, please send your e-mail address to smenicholas@hearst.com. Thanks.



July 29, 2009

Richard McIntire
NAACP
4805 Mt. Hope Drive
Baltimore, MD 21215

Dear Sir or Madam:

Hearst-Argyle Television, Inc., licensee of Station WBAL-TV, Baltimore, Maryland requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our Company:

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If you would like to receive these via e-mail, please send your e-mail address to smenicholas@hearst.com. Thanks.



July 29, 2009

Herbert Jordan
Gov. Office of Minority Affairs
6 St. Paul Street
Baltimore, MD 21202

Dear Sir or Madam:

Hearst-Argyle Television, Inc., licensee of Station WBAL-TV, Baltimore, Maryland requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our Company:

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If you would like to receive these via e-mail, please send your e-mail address to smcnicholas@hearst.com. Thanks.



July 29, 2009

Barry Hammons
State of Maryland Dept. of Labor,
Licensing & Regularions
1100 N. Eutaw Street
Baltimore, MD 21201

Dear Sir or Madam:

Hearst-Argyle Television, Inc., licensee of Station WBAL-TV, Baltimore, Maryland requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our Company:

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If you would like to receive these via e-mail, please send your e-mail address to smcnicholas@hearst.com. Thanks.



July 29, 2009

Hal Malone
Community Assistance Network
7701 Dunmanway
Dundalk, MD 21222

Dear Sir or Madam:

Hearst-Argyle Television, Inc., licensee of Station WBAL-TV, Baltimore, Maryland requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our Company:

5AM NEWS PRODUCER

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If you would like to receive these via e-mail, please send your e-mail address to smcnicholas@hearst.com. Thanks.



July 29, 2009

Ruby Stemmler
Gov. Commission on Hispanic Affairs
301 West Preston St., Ste 1502
Baltimore, MD 21201

Dear Sir or Madam:

Hearst-Argyle Television, Inc., licensee of Station WBAL-TV, Baltimore, Maryland requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our Company:

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If you would like to receive these via e-mail, please send your e-mail address to smcnicholas@hearst.com. Thanks.



July 29, 2009

Community College of Baltimore County, Essex Campus
Job Placement Office, Bldg A, Ste 260
7201 Rossville Blvd.
Baltimore, MD 21237

Dear Sir or Madam:

Hearst-Argyle Television, Inc., licensee of Station WBAL-TV, Baltimore, Maryland requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our Company:

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If you would like to receive these via e-mail, please send your e-mail address to smcnicholas@hearst.com. Thanks.



July 29, 2009

Sandra Rice
Emma L. Bowen Foundation for Minority Interest in Media
524 West 57th St.
New York, NY 10019

Dear Sir or Madam:

Hearst-Argyle Television, Inc., licensee of Station WBAL-TV, Baltimore, Maryland requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our Company:

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If you would like to receive these via e-mail, please send your e-mail address to smenicholas@hearst.com. Thanks.



July 29, 2009

Tova Jaffe
Jewish Vocational Services
1515 Reisterstown Rd.
Baltimore, MD 21208

Dear Sir or Madam:

Hearst-Argyle Television, Inc., licensee of Station WBAL-TV, Baltimore, Maryland requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our Company:

SAM NEWS PRODUCER

WBAL-TV is an equal opportunity employer and does not discriminate in the hiring, training or promotion of employees by reason of race, color, religion, sex, or national origin. We are engaged in a continuing effort to seek out prospective applicants for employment with our company. We earnestly solicit your assistance in obtaining employees and request that you refer prospective applicants to us at the above address.

Please refer all qualified applicants to us by 8/12/09. At this time, we anticipate that a hiring decision will be made on or about 8/26/09.

If you would like to receive these via e-mail, please send your e-mail address to smenicholas@hearst.com. Thanks.

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Job Detail

Job Summary

5AM News Producer

Salary: Open

Location: [Baltimore, MD](#)

Employer: [WBAL-TV](#)

Type: Full Time - Experienced

Preferred Education: Some College

NOTE: Please carefully review your job posting. This job is saved as a Pending Job in your account but is NOT active yet.

DO NOT USE YOUR BROWSER'S BACK BUTTON. TO MAKE A CHANGE, PLEASE CLICK THE MAKE CHANGES BUTTON, OR CLICK "POST JOB NOW" TO CONTINUE:

[Make Changes](#)
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Description

Live, Local, Latebreaking. WBAL-TV, the Hearst owned NBC affiliate in Baltimore, is looking for a producer ready to take the reins of one of our top-rated AM newscast. We want someone who sees the opportunity of the AM news, not the hours! This is not a job for beginners. Prior producing experience is a must; experience in morning news producing and knowledge of ENPS preferred. If interested, please send a DVD of your work, resume and references to Tim Tunison, Assistant News Director, WBAL-TV 11 News, 3800 Hooper Avenue, Baltimore, Maryland 21211. WBAL-TV is an EEO employer

NOTES: Local Residents Preferred (No Relo)

Requirements

Prior producing experience is a must; experience in morning news producing and knowledge of ENPS preferred.

Employer Information

About WBAL-TV

WBAL-TV is owned by Hearst-Argyle Television and is an NBC Affiliate.

[View all our jobs](#)

[Click Here to edit the Employer Information text](#)

NOTE: Please carefully review your job posting. This job is saved as a Pending Job in your account but is NOT active yet.

DO NOT USE YOUR BROWSER'S BACK BUTTON. TO MAKE A CHANGE, PLEASE CLICK THE MAKE CHANGES BUTTON, OR CLICK "POST JOB NOW" TO CONTINUE:

Make Changes

Post Job Now

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*512 Orchard Street| Baltimore, MD 21201 - 1947
Phone : 410-523-8150 | Fax: 410-523-4022*



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American Women in Radio & Television, Inc. (AWRT) is a non-profit, professional organization of women and men who work in the electronic media and allied fields.

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Post a Job

Post your listing on AWRT's web site and gain access to the best, most qualified candidates in the industry. The cost of each listing is free for members and \$30 for non-members. Your employment opportunity will be posted for 30 days and available to AWRT members after payment is processed. Questions or comments can be directed to info@awrt.org.

One listing per form submission. You will be given the opportunity to return to this page in the event you wish to post multiple jobs.

Job Submission

*All fields required.

Job Information

Station/Company: **WBAL-TV** Position Title: **NEWS PRODUCER**
 Description: **Live, Local, Latebreaking. WBAL-TV, the Hearst owned NBC affiliate in f**

Contact Name: **Tim Tunison** City: **Baltimore**
 State: **Maryland** E-mail: **ttunison@hearst.com**
 Phone: Fax:

[Submit](#) ▶

As a consideration for being permitted to list your employment opportunity, the listing station/company indemnifies and holds AWRT harmless from any and all claims, breaches, causes of action, lawsuits and damages, including reasonable attorney fees, arising out of or in any way connected with the listing of this employment opportunity.

Career Corner

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If you are posting an *Internship*, in addition to posting, please click [here](#) to download the **Employer Sponsor Agreement** form and submit to The Career Center.

If you are looking to post a child care position, please be advised: We do not post "as needed" babysitter positions. We do allow people to post childcare jobs that can guarantee a minimum of 8 hours a week, every week. If you are looking for babysitters on a semi-regular, or as needed basis, please contact The Towerlight, Towson University's paper, at 410-704-2288 to post a *classified ad*.

Position Information***Job Title:** News Producer**Job Reference Num:*****Organization Name:** WBAL TV11**No of Openings:** 1**Work Schedule:** tba**Hours per Week:** 40**Wage/Salary** : tba**Other Compensation** :**Employment Start Date:** asap**Employment End Date:** tba**Supervisor:** Tim Tunison

***Job Description:** Live, Local, Latebreaking. WBAL-TV, the Hearst owned NBC affiliate in Baltimore, is looking for a producer ready to take the reins of one of our top-rated AM newscast. We want someone who sees the opportunity of the AM news, not the hours! This is not a job for beginners. Prior producing experience is a must; experience in morning news producing and

Spell Check

Qualifications: Prior producing experience is a must; experience in morning news producing and knowledge of ENPS preferred

Spell Check

***Application Instructions:** please send a DVD of your work, resume and references to Tim Tunison, Assistant News Director, WBAL-TV 11 News, 3800 Hooper Avenue, Baltimore, Maryland 21211

Spell Check

Contact Information**First Name:** Sharon**Middle Initial:****Last Name:** McNicholas**Address Line 1:** 3800 Hooper Ave.**Address Line 2:****City:** Baltimore**State:** MD**Zip:** 21211**Phone:** 410-338-6423**Fax:**

Email: smcnicholas@hearst.com

Website:

Please Note: If you choose one of the screening options below, please be sure to complete the corresponding field.

For example, if you choose to screen by Minimum GPA, then be sure you have added a number such as 3.0 to the Minimum GPA field below.

Posting Information**Job Location:****Job Category:** Account Management/Planning
Accounting/Auditing
Actuarial
Administration**Position Type:** ACCT INTERN
AHLT-INTERN
ANTH INTERN
ART INTERN***Applicant Type:** Childcare/babysitting Jobs
Full-Time
Internship
Job Shadowing**Minimum GPA:****Work Authorization Status:** Canadian Work Authorization
Employment (H-1) Visa
H-4 Visa
J-1 Visa (Exchange Program)**Graduation Range:** Month Year
From Month Year
To**Classification:** Alumnus/a
Certificate of Advanced Study (CAS)
Continuing Education
Doctoral Candidate**Degrees:** Applied Doctorate in Audiology
Bachelor of Arts
Bachelor of Fine Arts
Bachelor of Music**Majors:****Add/Remove****Screening Options:** ☐ Screen Minimum GPA
☐ Screen Work Authorization Status
☐ Screen Graduation Range
☐ Screen Classification
☐ Screen Degrees
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